Claims

1 1.   A human capital management system, executable by a computer,

2 comprising:

3   a) a performance capabilities data set repository;

4   b) a user interface system, coupled to said performance capabilities

5 data set repository, supporting the entry and editing of performance capability

6 data sets; and

7   c) a reviewer interface system, coupled to said performance

8 capabilities data set repository, supporting the review of performance capability

9 data sets, wherein said reviewer interface system is responsive to changes in said

10 performance capabilities data sets and wherein a predetermined reviewer is

11 issued a data changed electronic notification of a change in a predetermined

12 performance capability data set through said reviewer interface system.

1 2.   The human capital management system of Claim 1 wherein said reviewer

2 interface system supports the issuance of an information request electronic

3 notification to a predetermined user corresponding to said predetermined

4 performance capability data set through said user interface system, wherein said

5 information request electronic notification communicates a request for information

6 regarding an item of said performance capability data set.

1   3.   The human capital management system of Claim 2 wherein said data

2   changed electronic notification includes a first notification issued to a screening

3   reviewer and a second notification issued to a substantive skill reviewer.

1   4.   The human capital management system of Claim 3 wherein said

2   performance capability data sets include categorized data fields and free-text data

3   fields, wherein said reviewer interface system further supports specification of a

4   performance capability requirement set that selects a corresponding subset of

5   said performance capability data sets, wherein said performance capability

6   requirement set includes categorized data field criteria and free-text data field

7   criteria, and wherein said categorized data field criteria is matched against said

8   categorized data fields and said free-text data field criteria is matched selectively

9   against the contents of said free-text data fields to select said corresponding

10 subset of said performance capability data sets.

1   5.   The human capital management system of Claim 4 wherein said

2   corresponding subset of said performance capability data sets are presented in

3   a ranked order through said reviewer interface system, wherein said ranked order

4   is based on a combined scoring of the matching of said free-text data field criteria

5   and said free-text data field criteria.

1   6.   A human capital management system, executable by a computer,

2   comprising:

3   a) a database including a performance capability data set repository

4   providing for the   storage of performance capability data sets including a

5   performance capability data set containing categorized user information and free-

6   text user information;

7   b) a user interface, coupled to said database, providing for the

8   specification of selection criteria including a categorized performance capability

9   item and a key word;

10   c) means for selecting a set of said performance capability data sets

11   from said performance capability data set repository by matching said categorized

12   performance capability item against said categorized user information and

13   matching said key word against said free-text user information; and

14   d) means for ordering said set of said performance capability data

15   sets reflective of the matching of said key word with said free-text user information

16   of said performance capability data sets of said set.

1   7.   The human capital management system of Claim 6 wherein said means

2   for ordering is further reflective of the matching of said categorized performance

3   capability item with said categorized user information of said performance

4   capability data sets of said set.

1   8.   The human capital management system of Claim 7 wherein said database

2   includes scoring data corresponding to predetermined items of said categorized

3   performance capabilities and predetermined key words that appear in said free

4   text user information and wherein said means for ordering provides a ranking

5   value to each member of said set that is a function of the scoring data

6   corresponding to a combination of said predetermined items and said

7   predetermined key words matched by said selecting means.

1   9.   A method of operating a human capital management relative to a

2   workforce to support selection of candidates for positions within an organization,

3   said method comprising the steps of:

4   a) collecting performance capability information from said

5   workforce, wherein said workforce includes a plurality of members and wherein

6   said performance capability information includes categorized information and

7   free-text information, said performance capability information being stored in a

8   workforce database as a plurality of data sets;

9   b) scoring a subset of said plurality of data sets relative to a

10   predefined set of selection criteria including a first set of predetermined items

11   matchable against said categorized information and a second set of

12   predetermined items matchable against said free-text information, said step of

13   scoring assigning rankings to said subset of said plurality of data sets; and

14   c) displaying predetermined identifiers of said subset of said plurality

15   of data sets in correspondence with said assigned rankings of said subset of said

16   plurality of data sets.

1   10.   The method of Claim 9 wherein said workforce database stores scoring

2   data corresponding to respective items of said performance capability information

3   and wherein said assigned rankings is derived from a function of said scoring

4   data corresponding to said performance capability information matched by said

5   first and second set of predetermined items.

1   11.   The method of Claim 10 wherein said workforce database includes a key

2   item database of free-text key items and wherein said step of scoring includes

3   matching said second set of predetermined items with key items of said free-text

4   information based on a predetermined lookup correspondence defined by said

5   key item database.

1   12.   A computer based skills scoring system supporting the evaluation of

2   candidates for placement in employment positions, said system comprising:

3   a) an information collection subsystem providing for the

4   identification of first and second sets of performance capabilities, said first set of

5   performance capabilities being specified against a third set of fixed categorized

6   designations of performance capabilities and said second set of performance

7   capabilities being specified as uncategorized performance capabilities; and

8   b) an information scoring subsystem providing for the assignment

9   of first subscores for the performance capabilities identified in said first set based

10   on a correspondence with said third set, said information scoring system including

11   a store of performance capability identifiers and an analyzer, coupled to said

12   store, operative over said second set of performance capabilities to discriminate

13   correspondences between said uncategorized performance capabilities and said

14   performance capability identifiers, said information scoring system further

15   providing for the assignment of second subscores for the performance capabilities

16   identified in said second set based on the discriminated correspondences between

17   said uncategorized performance capabilities and said performance capability

18   identifiers.

1   13.   The system of Claim 12 wherein said second set of performance
2   capabilities is provided as free text.

1   14.   The system of Claim 13 wherein said performance capability identifiers
2   include key words and wherein said analyzer is operative to selectively match the
3   free text of said second set with said key words.

1   15.   The system of Claim 14 wherein said performance capability identifiers
2   further includes key phrases.

1   16.   The system of Claim 12 further comprising a scoring analysis subsystem,
2   responsive to said first and second subscores, to provide a candidate score.

1   17.   The system of Claim 16 further comprising a scoring analysis subsystem,
2   responsive to said first and second subscores,

1   18.   A method of evaluating candidates for positions based on performance
2   capabilities and preferences, wherein said method is implemented as a computer
3   executed procedure, said method comprising the steps of:
4   a) collecting information from a set of potential candidates for a
5   position, wherein the collected information includes categorized information and
6   free form information;
7   b) first scoring said categorized information subject to a weighting
8   specification associated with said position;

9   c) parsing said free form information to identify instances of key

10   information corresponding to capability identifiers stored by a database;

11   d) second scoring said instances of key information subject to said

12   weighting specification; and

13   e) providing, based on said first and second scoring, a ranking of

14   said set of potential candidates.

1   19.   The method of Claim 18 further comprising the step of reviewing the

2   information collected from said set of potential candidates and providing

3   feedback to said set of potential candidates, wherein said step of reviewing

4   provides for a normalization of the quality of information provided by said set of

5   potential candidates.

1   20.   The method of Claim 19 further comprising the step of adjusting the

2   scoring performed by said first and second scoring steps where said normalization

3   has been performed.